



COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

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MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

June 16, 2006

To: Each Supervisor

From: Michael J. Henry
Director of Personnel

Subject: **HUMAN RESOURCES STATUS REPORT ON KING/DREW MEDICAL CENTER (KDMC)**

This status report reflects information as of June 15, 2006. Please keep in mind that this information changes daily; therefore, the information in this report is a snapshot in time.

DISCIPLINE

Overall, since January 2004, disciplinary actions against 459 employees have been taken at KDMC. Of this number, 237 actions have been discharges or resignations. A total of 56 disciplinary actions have been taken against physicians and 39 physicians have been discharged or have resigned.

Since our last report, seven cases have been closed and five additional cases have been opened. As a result, the open caseload is currently 51 (detailed summary information is contained in Attachments I and II).

None of the new cases involve physicians. Three of the new cases involve nurses; however, none of the three cases involve patient care issues.

An article appeared in today's issue of the Los Angeles Times reporting the death of a patient at KDMC on June 9, 2006. We have been advised that KDMC Administration is in the process of conducting an internal investigation into this incident. The matter has not yet been referred to KDMC Human Resources for administrative review.

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RECRUITMENTS

Four new hires are scheduled to start on June 19, 2006 (one Nurse Manager for the Nursing Administration Staffing Office, one Staff Nurse for the Emergency Room, one Staff Nurse for the Hemodialysis Clinic and one Relief Nurse for the Medical/Surgical Unit). In addition, three employees are being promoted effective June 19, 2006 (one Nurse Manager is being promoted to Assistant Nursing Director, Administration in the Nursing Administration Office, one Staff Nurse is being promoted to Supervising Staff Nurse I in the Nurse Recruitment Office and one Interim Permittee is being promoted to Staff Nurse in the Emergency Room).

If you have any questions, please call me.

MJH:STS
SBH:amb

Attachments

c: David E. Janssen
Bruce Chernof, M.D.
Ray Fortner
Sachi Hamai
John R. Cochran III
Antionette Smith Epps

H:KDMCSTATUSMEMO FINAL 061606

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT - TABLE**

Period: 01/26/04 - 06/15/06

Dated: 6/15/2006

Closed Cases -	861
Open Cases -	51
Referred Cases -	11
Grand Total =	923

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
<u>Formal discipline:</u>						
Discharges	10	4	31	0	30	75
Discharges of Probationers	0	6	8	1	10	25
Suspensions (6 - 30 Days)	4	11	49	4	36	104
Suspensions (1 - 5 Days)	11	7	22	1	18	59
Reprimands	7	2	23	2	14	48
Warnings	1	1	1	3	5	11
Resignations in Lieu of Administrative Action	19	10	31	6	11	77
Release of Temporary Employee	14	1	36	0	8	59
Medical Release	0	0	0	0	1	1
Subtotal	66	42	201	17	133	459

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
Non-Disciplinary ⁴ Corrective Actions	23	10	39	43	31	146
Total Actions Taken	89	52	240	60	164	605

¹ Includes: Physician series; Physician's Assistant; and Nurse Practitioners

² Includes: Surgical Technicians; Medical Technologists; etc.

³ Includes: Nurse series; Licensed Vocational Nurse; Nursing Attendant

⁴ Includes: Counseling; Effective Notices to Correct Performance; Reassignments; etc.

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT - MEDICAL STAFF**

Period: 01/26/04 - 06/15/06

Dated: 6/15/2006

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<u>Formal discipline:</u>				
Discharges	8	2	0	10
Discharges of Probationers	0	0	0	0
Suspensions (6 - 30 Days)	3	1	0	4
Suspensions (1 - 5 Days)	8	3	0	11
Reprimands	5	2	0	7
Warnings	1	0	0	1
Resignations in Lieu of Administrative Action	17	1	1	19
Release of Temporary Employee	14	0	0	14
Medical Release	0	0	0	0
Subtotal	56	9	1	66

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Non-Disciplinary Corrective Actions	21	1	1	23
Total Actions Taken	77	10	2	89